

ORDINANCE NO. _____ - 2026

AN ORDINANCE AMENDING SECTION 21-26.1 OF THE CODE OF ORDINANCES, PROVIDING THAT ANY EMPLOYEE WHO IS GRANTED A VOLUNTARY DEMOTION SHALL BE PAID NO LESS THAN THEIR EARNED RATE OF PAY FROM PRIOR TO VACATING THEIR ORIGINAL CLASSIFICATION, EFFECTIVE JANUARY 1, 2026.

BE IT ORDAINED BY THE COUNCIL OF THE LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT:

Section 1 – That Section 21-26.1(a)(6) of the Code of Ordinances of the Lexington-Fayette Urban County Government be and hereby is amended to read as follows:

[...]

(6) Any employee who is granted a voluntary demotion to a previously held classification shall either be reinstated to the same rate of pay that the employee received when they vacated their original classification, including any raises that the employee may have received for said classification, or shall be placed in the grade salary range of the position to which they are being demoted with a total reduction in salary of seven (7) percent for their first pay grade below the employee's current pay grade, three (3) percent for the next pay grade, and two (2) percent for each additional pay grade thereafter, whichever is greater; provided, however, that no employee shall be paid below the entrance rate of pay, above the maximum for the grade, or below the rate of pay they were making when they left their destination classification.

[...]

Section 2 – That this Ordinance shall be effective retroactive to January 1, 2026.

PASSED URBAN COUNTY COUNCIL:

MAYOR

ATTEST:

CLERK, URBAN COUNTY COUNCIL

PUBLISHED:

4918-0658-5233, v. 1